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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION

In the matter of:

CARMAN BOARD OF EDUCATION

and

CARMAN EDUCATION ASSOCIATION

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

HEARINGS OFFICER'S FACT FINDING REPORT

APPEARANCES:

For the School Board: Jack Elzay, Superintendent
Fred R. Shedd, Chief Negotiator
Paul Woodring, Business Manager
Chet Francke
Dale Wolfe, Principal, Hoover Elementary
Morgan Robertson, Principal, Utley Jr. High
Robert Thielen
Richard Luudeen

For the Education
Association: Lane Hotchkiss, Executive Director
Gary Vandemark
Harry W. Bishop
Ron Berryman, Professional Negotiations Team Chairman
Shirley Climie, President
Arvid V. Waller
Jim Phillips
Harold Murray
Harriett Moran

Jim Brand, Director of Federal and State--Board of
Education

This is a fact finding report under the provisions of Section 25 of
Act 176 of the Public Acts of 1939, as amended, which provides in part as
follows:

Carman Board of Education

Don Kruger

"Whenever in the course of mediation under Section 7 of Act No. 336 of the Public Acts of 1947, being Section 423, 207 of the Compiled Laws of 1948, it shall become apparent to the Board that matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known, the Board may make written findings, with respect to the matters in disagreement. Such findings shall not be binding upon the parties but shall be made public..."

In accordance with the Commission's Rules and Regulations relating to fact finding, the undersigned Hearings Officer was designated to conduct a hearing in the matter and to issue a report in accordance with Employment Relations Commission General Rules and Regulations Rule 35. Briefly, this Rule states that the Hearings Officer will issue a report with recommendations with respect to the issues in dispute.

The Issues

In its petition for fact finding dated September 2, 1969, the Carman Education Association listed the following issues: the basic areas of dispute are salary, salary index, supplemental pay and agency shop.

It further notes that the Board rejects increases in supplemental pay and increases in salary even commensurate with cost of living increases, adequate to attract and reward good teachers, and which they are able to pay. They are also attempting to eliminate the salary index. They will not accept our agency shop provision.

The Board of Education did not file an answer to the petition for fact finding.

The Michigan Employment Relations Commission concluded that matters in disagreement between the parties might be more readily settled if facts involved in the disagreement were determined and publicly known. Accordingly, the Commission appointed Dr. Daniel H. Kruger as its Hearings Officer and Agent. The hearing was held in the Administration Building, Carman Board of Education, Flint, Michigan, on September 24, 1969.

The Board of Education agreed that the issues as listed in the petition for fact finding by the Education Association were those in dispute.

Discussion of Unresolved Issues and Recommendations

Financial Responsibility

The Education Association seeks an agency shop and dues checkoff in the new agreement for 1969-70. Under this provision, all teachers who choose not to belong to the Association would pay a fee for services rendered by the Association. The Education Association argued that under Michigan law (Public Employment Relations Act) the Association, since it has bargaining rights, must therefore represent all members of the bargaining unit. Accordingly, the Association in its words "should not be forced to bargain for those who refuse to give financial support to their bargaining agent. This proposal does not force non members to join the Association, but it does require them to share in the cost of bargaining" (CEA Exhibit #2). In its presentation it cited decisions of the Employment Relations Commission and state courts in support of the agency shop arrangements in public employment.

The Association pointed out that the number of districts with the agency shop has increased over last year. There were 132 agreements with the agency shop out of 442 school districts settled as of September 24, 1969. By comparison in 1968-69, there were 67 agreements with agency shop out of 430 school districts.

The Association reported that as of September 22, 1969, 411 teachers out of 424 were members of the Carman Education Association.

The Board of Education stated that all school districts do not have the agency shop and that it was opposed to granting it.

Recommendations

The Hearings Officer is aware that the Employment Relations Commission

has ruled that the agency shop is a mandatory subject of collective bargaining in public employment. He notes the rapid expansion of agency shop provisions in school agreements to date as compared with the number of agreements with such a provision last year (1968-69). The fact that all districts do not have such a provision is known.

The Hearings Officer, however, is persuaded that the agency shop and dues checkoff should be granted. His recommendation is based on these facts: (1) The Employment Relations Commission has ruled that an agency shop is a mandatory subject of bargaining. (2) Public employees are not permitted legally to strike under Michigan law. In the private sector, an employee organization has the right to strike to obtain the agency shop. In the absence of the right to strike the question is "How may an organization of public employees assert its mandatory right to seek an agency shop in those circumstances where the public employer is opposed to granting it?" The answer is found in the provisions of the Michigan law providing for fact finding and in the Rules of the Employment Relations Commission instructing the Fact Finder to make recommendations. It is for these reasons that the Hearings Officer recommends the agency shop. Furthermore, 411 teachers out of 424, or 97 percent, are already members.

Supplementary Pay Schedule

Below is the supplementary pay schedule for the year 1968-69 (designated Chart A), and the proposal of the Carman Education Association for supplemental pay (designated Chart B). The new proposal includes extra compensation for new positions such as Junior High Student Council Advisor, Junior High Sponsor for Cheerleaders, Assistant Golf Coach and Gymnastics Coach. See pages 5-8.

CHART A

Supplementary Pay Schedule in 1968-69 Agreement

1. Department of Music
The percentages listed below represent a percent of the teachers contracted salary.

| | |
|----------------------------|----|
| Director of Music | 6% |
| Coordinator of Vocal Music | 3% |
| High School Instrumental | 8% |
| High School Vocal | 6% |
| Junior High Instrumental | 4% |
| Junior High Vocal | 3% |
| Orchestra | 3% |
2. Work at junior and senior high school athletic events \$2.25 per hour
3. Special Education Teachers shall receive an additional 8% of their teaching salary as determined in Schedule A.
4. School Social Workers and Diagnosticians shall receive an additional 10% of their teaching salary as determined from Schedule A.
5. Driver Education Instructors shall be paid at a rate of \$5.00 per hour. The Board shall also furnish appropriate insurance.
6. Senior High School Class Sponsors and Student Council Advisor

| | |
|-------------------------|------------------|
| Senior Class | Two @ \$150 each |
| Junior Class | Two @ \$100 each |
| Sophomore Class | One @ \$100 |
| Freshman Class | One @ \$100 |
| Student Council Advisor | One @ \$300 |
7. Department of Dramatic Arts

| | |
|----------------------------------|------------------|
| Director of Musical Presentation | \$200 |
| Director of Dramatic Productions | Two @ \$200 each |
8. Debate Coach \$300 per year
Forensics Coach \$100 per year
9. Summer Recreation Playground Supervisors \$125 per week
10. Swimming Pool Supervision \$4.10 per hour
Teachers shall be paid 1 hour's time for cancellations.
11. Teachers using their automobiles for school approved activities or functions will be reimbursed at a rate of 10¢ a mile.
12. GAA Sponsor - 1 each high school \$300 per year
FHA Sponsor - 1 each high school \$ 75 per year
13. Senior High Sponsor for Cheerleaders \$300 per year

14. High School Year book Advisor \$150 per year
High School Paper Advisor \$150 per year
15. Teen Club \$6.00 per night
16. Non-scheduled and non-voluntary assignments shall be paid for at the rate of \$2.25 per hour.

17. Athletics

The compensation for teachers appointed to coaching positions, which positions are outlined in this Schedule, shall be established as a percent of the current B.A. base salary schedule; excepting, that the step on said salary schedule for purposes of determining compensation for teachers appointed to coaching assignments shall be based on the number of years experience a teacher has obtained in coaching the specific sport in the Carman School District, excepting further, that credit will be allowed on said schedule for previous experience in the specific sport obtained outside the Carman School District to and including one (1) year. The B.A. base salary will be determined by using an average for the school year.

| | <u>Percent</u> | <u>No Experience</u> | <u>One Year Exp. or More</u> |
|--------------------------|----------------|----------------------|----------------------------------|
| Football & Basketball | | | |
| Head Coach | 14% | \$ 970 | \$1,066 |
| Asst. Varsity, Head J.V. | 9 | 623 | 686 |
| Asst. J.V., 9th Grade | 6 | 416 | 457 |
| Jr. High, 7th-8th Grade | 5 | 346 | 381 |
| Wrestling & Swimming | | | |
| Head Coach | 11 | 762 | 838 |
| Asst. or J.V. | 5 | 346 | 381 |
| Baseball & Track | | | |
| Head Coach | 11 | 762 | 838 |
| Asst. or J.V. | 5 | 346 | 381 |
| 9th or 7th-8th Grade | 4 | 277 | 305 |
| Cross Country-Head Coach | 7 | 485 | 533 |
| Golf-Head Coach | 5 | 346 | 381 |
| Girls' Coaches | | | |
| Speedball | 4 | 277 | 305 |
| Basketball | 6 | 416 | 457 |
| Softball | 4 | 277 | 305 |
| Track | 4 | 277 | 305 |

17. Salaries for Federal Projects will be agreed to mutually as programs are developed.

CHART B

Supplemental Pay Schedule as Proposed by the Carman Education Association

1. Department of Music

The percentages listed below represent a percent of the teachers contracted salary.

| | |
|----------------------------|-------------|
| Director of Music | 6% |
| Coordinator of Vocal Music | 3% |
| High School Instrumental | 13% (up 5%) |
| High School Vocal | 11% (up 5%) |
| Junior High Instrumental | 9% (up 5%) |
| Junior High Vocal | 5% (up 2%) |
| Orchestra | 3% |
| Elementary Band | 3% (new) |

3. Special Education Teachers shall receive an additional 10% of their (up 2%) teaching salary as determined in Schedule A.

5. Driver Education Instructors shall be paid at their regular contractual rate. The Board shall also furnish appropriate insurance. (from \$5.00)

6. Senior High School Class Sponsors and Student Council Advisor

| | |
|-------------------------------------|-------------------|
| Senior Class | Two @ \$150 each |
| Junior Class | Two @ \$100 each |
| Sophomore Class | One @ \$100 |
| Freshman Class | One @ \$100 |
| High School Student Council Advisor | One @ \$300 |
| Jr. High Student Council Advisor | One @ \$150 (new) |

10. Swimming Pool Supervision \$5.10 per hour (up \$4.10)
Teachers shall be paid 1 hour's time for cancellations.

13. Senior High Sponsor for Cheerleaders \$300 per year
Jr. High Sponsor for Cheerleaders \$150 per year (new)

17. Athletics

The compensation for teachers appointed to coaching positions, which positions are outlined in this schedule, shall be established as a percent of the current B.A. base salary schedule; excepting, that the step on said salary schedule for purposes of determining compensation for teachers appointed to coaching assignments shall be based on the number of years experience a teacher has obtained in coaching the specific sport in the Carman School District, excepting further, that credit will be allowed on said schedule for previous experience in the specific sport obtained outside the Carman School District to and including one (1) year. The first years salary is determined by taking the listed percentage of the B.A. base salary. Succeeding years shall be derived by adding 10% of the preceding years salary.

| | <u>Percent</u> | <u>Yrs. Experience</u> | | | | |
|--------------------------|----------------|------------------------|---|---|---|---|
| | | 0 | 1 | 2 | 3 | 4 |
| Football & Basketball | | ←new→ | | | | |
| Head Coach | 14% | | | | | |
| Asst. Varsity, Head J.V. | 10% (up 1%) | | | | | |
| Asst. J.V., 9th Grade | 6% | | | | | |
| Jr. High, 7th, 8th Grade | 5% | | | | | |
| Wrestling & Swimming | | | | | | |
| Head Coach | 11% | | | | | |
| Asst. or J.V. | 6% | | | | | |
| Baseball & Track | | | | | | |
| Head Coach | 11% | | | | | |
| Asst. or J.V. | 5% | | | | | |
| 9th or 7th; 8th Grade | 4% | | | | | |
| Cross Country-Head Coach | 7% | | | | | |
| Golf-Head Coach | 5% | | | | | |
| Asst. Coach | 2% (new) | | | | | |
| Girls' Coaches | | | | | | |
| Speedball | 6% (up 2%) | | | | | |
| Basketball | 8% (up 2%) | | | | | |
| Softball | 6% (up 2%) | | | | | |
| Track | 6% (up 2%) | | | | | |
| Gymnastics Coach | 8% (new) | | | | | |

In addition, new percentage rates, as will be noted are proposed for certain positions. The Education Association also submitted detailed rationales for the following positions: (Exhibit #6).

1. Special Education Teachers
2. Psychologists and Social Workers
3. Junior High Student Council Advisor
4. Junior High Cheerleading Sponsor
5. Driver Education
6. Increased steps for Coaching
7. Swimming Pool Supervisor
8. Music Department

The Hearings Officer notes the completeness of the above documents but no evidence was submitted as to why these positions should be assigned the rate as indicated in their proposal. The only exception is the compensation for Driver Education. In this statement for this position reference is made to the hourly rate being given to instructors in Driver Education in other school districts.

The Carmen Education Association driver education salary proposal is based on a salary schedule of \$7850 (4.9% vertical index and 5.9% horizontal index). According to this proposal 1/185 of the teacher's salary would be paid for each day of instruction in driver education. The estimate for this proposal is \$43,205.

Reference is made in the document dealing with increased steps for coaching to the payment of coaches in Flint, but not to any other school district.

The Hearings Officer needs more information on the relationship between these various positions calling for extra compensation before he is able to make a recommendation which would be fair and equitable.

Recommendations

The Hearings Officer strongly recommends that the parties establish immediately a study committee to examine all positions for which extra compensation is paid. There is need of a detailed job description of what

is involved in all of these positions. Estimates should be made of the time involved by the individual in such activities. Once the duties and the time involved are determined, a better informed judgment can then be made in negotiations as to what the rate of compensation for extra duties for a given position should be.

This Committee should complete its study as to what positions are to be covered and their rates of compensation no later than February 1, 1970. To prepare for the study the Committee members could examine any text on management to obtain an outline as to how to prepare a position description. With these guidelines the individuals could prepare their respective position descriptions. Also to be included is a breakdown of time involved in such extra duty activities. The industrial firms in the Flint area could be approached to supply technical assistance on job description and job evaluation techniques to the Committee.

With such data, the Committee could relate one position to another and then fix a rate of compensation. Such a rational approach would be more equitable for all concerned.

On the basis of this study, the rates would apply retroactive to the beginning of the school year, September 1969. In the interim the positions and rates included in Schedule B in the 1968-69 agreement would apply. Assuming that the Committee has completed its work by February 1, 1970, the Board of Education is to pay the individuals the difference between what the new schedule calls for and the amount paid to them under the old schedule. New positions established for extra compensation will be paid for the school year 1969-70.

The Hearings Officer also recommends that the personnel director of Carmen Board of Education prepare detailed descriptions for positions for which new teachers are being hired. These descriptions should specify what their job duties entail. This procedure could minimize misunderstandings

as to what constitutes one's regular duties and those for which extra compensation is to be paid.

Salary Index

The Education Association is seeking a salary index of 4.9 percent vertical and 5.9 percent horizontal "to more justly reflect increased experience, competence and education." (CEA Exhibit #5) The salary index in the 1968-69 agreement was 4.5 percent vertical and 5.5 percent horizontal. The Association provided cogent arguments for a cumulative percentage index as part of "a just and equitable salary schedule". They merit summarizing (CEA Exhibit #5):

"I. The equity of percentage adjustments is a powerful factor in retaining qualified, experienced teachers."

"II. The cumulative percentage index provides an incentive for professional growth."

"III. The cumulative percentage index is essential if educators are to keep pace with the rising cost of living."

"IV. The cumulative percentage index will attract more high calibre graduates to the teaching profession by presenting a more promising picture of their financial future."

"V. The cumulative percentage index is a major inducement in attracting experienced teachers of outstanding ability to the Carman School District."

"VI. Our District's previous Boards of Education have recognized the value and fairness of the index system by ratifying four preceding contracts containing a cumulative percentage index."

The Education Association also introduced a copy of a letter by Frank Hartman, past superintendent, to all teachers dated January 20, 1965, calling attention to the inclusion of a 4 percent index factor in the salary structure. The Board of Education according to the Education Association,

initiated the index.

The Board of Education, as the Hearings Officer understands it, feels that the index is not necessarily related to the competency of the teachers. It also noted that the index works automatically, i.e. the teacher can expect an increase without an effort on his or her part. The index also builds in certain costs without reference to the income of the district for the ensuing year. Although the Carman agreement is for one year the teachers expect the incremental increase for the next year plus the salary improvement the Association is able to negotiate with the School Board. The Hearings Officer notes the Board's arguments against the concept of the salary index. It, however, did not offer an alternative. Its offer to the Education Association was one lump sum to be divided as the Association saw fit. The salary issue will be discussed below.

Recommendations

The Hearings Officer recognizes that an orderly salary structure is needed for effective personnel administration. There may be other ways to construct salary schedule to reflect length of service, educational achievement and perhaps even merit, but none were introduced. Accordingly, the Hearings Officer recommends that the index be 4.5 percent horizontal and 5.5 percent vertical, the same as in the 1968-69 agreement. The Education Association sought a higher index, but the only evidence submitted as to the need for a different index rate was the 1969-70 MEA platform.

Salary

The Association is seeking a starting salary of \$7850 for the B.A. with a 4.9 percent vertical and a 5.9 horizontal index. The M.A. maximum would be \$14,202. The total schedule cost of its proposal is \$4,574,927 (See Table A). According to the Education Association the budget for teachers salaries (DPI codes 1103,1105,1203,1205,1207,1303) for 1968-69

Table A

CEA PROPOSAL

BASE: 7850, VERTICAL INDEX 4.9, HORIZONTAL INDEX 5.9

| Year | B.A. | +15 | +30 or M.A. | +15 | +30 |
|-------|-------|-------|-------------|-------|-------|
| 1 | 7850 | 8313 | 8803 | 9322 | 9872 |
| 1 1/2 | 8042 | 8516 | 9018 | 9550 | 10113 |
| 2 | 8235 | 8720 | 9234 | 9779 | 10356 |
| 2 1/2 | 8436 | 8933 | 9460 | 10018 | 10609 |
| 3 | 8639 | 9147 | 9686 | 10258 | 10863 |
| 3 1/2 | 8849 | 9371 | 9924 | 10509 | 11129 |
| 4 | 9062 | 9595 | 10161 | 10761 | 11395 |
| 4 1/2 | 9283 | 9830 | 10410 | 11024 | 11674 |
| 5 | 9506 | 10065 | 10659 | 11288 | 11953 |
| 5 1/2 | 9738 | 10312 | 10920 | 11564 | 12246 |
| 6 | 9972 | 10558 | 11181 | 11841 | 12539 |
| 6 1/2 | 10215 | 10817 | 11455 | 12131 | 12846 |
| 7 | 10481 | 11075 | 11729 | 12421 | 13153 |
| 7 1/2 | 10716 | 11347 | 12016 | 12725 | 13475 |

CEA PROPOSAL (continued)

| Year | B.A. | +15 | +30 or M.A. | +15 | +30 |
|--------|-----------|---------|-------------|---------|---------|
| 8 | 10974 | 11618 | 12304 | 13030 | 13797 |
| 8 1/2 | 11241 | 11903 | 12605 | 13349 | 14135 |
| 9 | 11512 | 12187 | 12907 | 13668 | 14473 |
| 9 1/2 | 11792 | 12486 | 13223 | 14003 | 14828 |
| 10 | 12076 | 12784 | 13539 | 14338 | 15182 |
| 10 1/2 | 12370 | 13098 | 13871 | 14689 | 15555 |
| 11 | 12668 | 13410 | 14202 | 15041 | 15926 |
| Totals | 2,027,985 | 799,860 | 1,285,903 | 278,034 | 183,145 |

Total Schedule Cost = 4,574,927

was \$3,803,530.

The Board of Education's proposal is to provide \$275,000 for salary and fringe benefit improvements over the 1968-69 teacher contracts. This improvement includes any movements on the salary schedule from the 1968-69 level. The only stipulation the Board made is that Step 1 B.A. position not exceed \$7200. The cost of placing additional personnel on the 1968-69 schedule is not a part of the \$275,000, however, any improvement beyond that level is to be considered as part of the package. The Board estimated that vertical movement, i.e. one step to the next for the 408 teachers on the 1968-69 salary schedule would cost \$114,000.

The Board of Education in its presentation summarized the history of millage elections in the chart below (Board Exhibit #1).

SPECIAL ELECTION SUMMARY

| Date of Election | Purpose | Outcome | First Year in which Tax would be levied |
|-------------------|---|---------|---|
| June 8, 1964 | 6 Mills for operating 2 years (1964-65 Incl). | Passed | 1965-66 |
| March 30, 1965 | \$2,500,000 Bond Issue | Passed | 1966-67 |
| March 29, 1966 | 3 Mills Building and Site 5 Years (1966-70 Incl). | Failed | 1967-68 |
| March 29, 1966 | 6 Mills Operating 3 Years (1966-68 Incl). | Failed | 1967-68 |
| June 13, 1966 | 6 Mills Operating 3 Years (1966-68 Incl). | Passed | 1967-68 |
| November 13, 1967 | 3.2 Mills Operating 1 Year (1968) | Passed | 1968-69 |
| April 29, 1968 | 6 Mills Operating 2 Years (1968-69 Incl). | Failed | 1968-69 |

Special Election Summary (continued)

| Date of Election | Purpose | Outcome | First Year in which Tax would be levied |
|------------------|---|---------|---|
| June 10, 1968 | 6 Mills Operating 2 Years (1968-69 Incl). | Failed | 1968-69 |
| August 6, 1968 | 6 Mills Operating 2 Years (1968-69 Incl). | Passed | 1968-69 |
| April 28, 1969 | 9.2 Mills Operating 3 Years | Failed | 1969-70 |
| June 9, 1969 | 7 Mills Operating Renewal 3 Years (1969-71 Incl). | Failed | 1969-70 |
| June 9, 1969 | \$4,400,000 Bond Issue | Failed | 1969-70 |
| July 28, 1969 | 7 Mills Renewal Operat- ing 3 Years (1969-71 Incl). | Passed | 1969-70 |

In 1968 there were 3 millage elections, two of which failed. In 1969 there were 3 millage elections, two of which failed. A bond issue also failed in 1969.

The bond issue failing to pass has resulted in the more money being spent for maintenance in the 1969-70 budget than in the 1968-69 budget. The Education Association maintains that increases in maintenance costs are being made at the expense of needed improvements in teacher salaries and that the teachers are subsidizing these increased maintenance costs.

The Board also submitted additional information (letter of October 1, 1969) that the student count on the Fourth Friday was 9009 instead of the original estimate of 9100. This has resulted in a decline of \$37,128 of state aid from the estimate in the 1969-70 budget. The proposed budget for 1969-70 provides for \$4,648,775 for salaries of certified personnel. The illustration used by the Board to show how \$275,000 could be allocated for salaries costed out to \$4,085,945.

The difference between the budget estimate and the costing out of the schedule is explained by the

sums to be expended for Schedule B, Supplemental Pay, Summer School, plus new teachers hired and placed on the 1968-69 salary schedule.

Recommendations

The Hearings Officer recommends a starting base salary of \$7400 for the B.A. (Step 1). This represents an increase of 6.86 percent over the base B.A. salary in the 1968-69 agreement. (See Table B, pg. 18)

Hearings Officer's Salary Recommendation
Index 4.5 vertical, 5.5 horizontal

| | B.A. | B.A. + 15 | M.A. | M.A. + 15 | M.A. + 30 |
|----|-------|-----------|-------|-----------|-----------|
| 1 | 7400 | 7807 | 8236 | 8689 | 9167 |
| 2 | 7733 | 8158 | 8607 | 9080 | 9580 |
| 3 | 8081 | 8525 | 8994 | 9489 | 10011 |
| 4 | 8445 | 8909 | 9399 | 9916 | 10461 |
| 5 | 8825 | 9310 | 9822 | 10362 | 10932 |
| 6 | 9222 | 9729 | 10264 | 10828 | 11424 |
| 7 | 9637 | 10167 | 10726 | 11315 | 11938 |
| 8 | 10071 | 10625 | 11209 | 11824 | 12475 |
| 9 | 10524 | 11103 | 11713 | 12356 | 13036 |
| 10 | 10998 | 11603 | 12240 | 12912 | 13623 |
| 11 | 11493 | 12125 | 12791 | 13493 | 14236 |

Below is a table which compares the ranges for B.A. and M.A. in the 1968-69 agreement, the Education Association's proposal and the Hearings Officer's recommendation:

B.A. Range Minimum-Maximum

| | |
|----------------|-----------------------------------|
| \$6929 - 10755 | 1968-69 agreement |
| 7850 - 12668 | CEA proposal for 1969-70 |
| 7400 - 11493 | Hearings Officer's recommendation |

M.A. Range Minimum-Maximum

| | |
|----------------|-----------------------------------|
| \$7708 - 11970 | 1968-69 agreement |
| 8803 - 14202 | CEA proposal for 1969-70 |
| 8236 - 12791 | Hearings Officer's recommendation |

Table B
SCHEDULE A
1968-69 Salary Schedule

Vertical Index 4.5, Horizontal Index 5.5

| Year | B.A. | +15 | +30 or M.A. | +15 | +30 |
|--------|-------|-------|-------------|-------|-------|
| 1 | 6925 | 7306 | 7708 | 8132 | 8579 |
| 1 1/2 | 7081 | 7470 | 7881 | 8314 | 8771 |
| 2 | 7237 | 7635 | 8055 | 8498 | 8965 |
| 2 1/2 | 7400 | 7806 | 8236 | 8688 | 9166 |
| 3 | 7563 | 7979 | 8417 | 8880 | 9368 |
| 3 1/2 | 7733 | 8157 | 8607 | 9079 | 9578 |
| 4 | 7903 | 8338 | 8796 | 9280 | 9790 |
| 4 1/2 | 8081 | 8524 | 8994 | 9488 | 10009 |
| 5 | 8259 | 8713 | 9192 | 9698 | 10231 |
| 5 1/2 | 8445 | 8908 | 9399 | 9915 | 10459 |
| 6 | 8631 | 9105 | 9606 | 10134 | 10691 |
| 6 1/2 | 8825 | 9309 | 9822 | 10361 | 10930 |
| 7 | 9019 | 9515 | 10038 | 10590 | 11172 |
| 7 1/2 | 9222 | 9728 | 10264 | 10827 | 11422 |
| 8 | 9425 | 9943 | 10490 | 11067 | 11675 |
| 8 1/2 | 9637 | 10166 | 10726 | 11314 | 11936 |
| 9 | 9849 | 10390 | 10962 | 11565 | 12200 |
| 9 1/2 | 10071 | 10623 | 11209 | 11823 | 12473 |
| 10 | 10292 | 10858 | 11455 | 12085 | 12749 |
| 10 1/2 | 10524 | 11101 | 11713 | 12355 | 13034 |
| 11 | 10755 | 11347 | 11970 | 12629 | 13323 |

A teacher moving from Step 1 B.A., 1968-69 agreement, to the recommended Step 2 B.A. would receive an increase of \$308 or 11.67%.

A teacher moving from Step 10 B.A., 1968-69 agreement, to the recommended Step 11 B.A. would receive an increase of \$1201 or 11.67%.

A teacher moving from Step 1 M.A., 1968-69 agreement, to the recommended Step 2 M.A. would receive an increase of \$899 or 11.67%.

A teacher moving from Step 10 M.A., 1968-69 agreement, to the recommended Step 11 M.A. would receive an increase of \$1336 or 11.67%.

By comparison, if a teacher moved from the 1968-69 salary schedule to the Education Association proposal, she or he would receive the following:

| | |
|---------|--|
| 1968-69 | B.A. Step 1 to CEA Step 2 B.A.--an increase of \$2310 or 33.4% |
| 1968-69 | B.A. Step 10 to CEA Step 11 B.A.--an increase of \$2376 or 23.1% |
| 1968-69 | M.A. Step 1 to CEA Step 2 M.A.--an increase of \$1526 or 19.8% |
| 1968-69 | M.A. Step 10 to CEA Step 11 M.A.--an increase of \$2747 or 24% |

Using the index of 4.5 percent vertical and 5.5 percent horizontal and the location of the teachers on the steps in the CEA proposal (Exhibit #3), the increase of \$475 from \$6925 to \$7400 for 424 teachers would cost an estimated \$270,000. This calculation does not include the costs of the improvements in fringe benefits to be provided in 1969-70 over their costs in 1968-69. The increases in the costs of Schedule B, Supplemental Pay based on the recommended salary structure are also not included.

The Fact Finder believes the recommended salary structure to be fair and equitable and in line with the financial capability of this school district. In framing this recommendation he took into account the history of millage elections and the fact that the School Board will have to go before the electorate in 1970 for a millage election.

Summary

In summary, the Hearings Officer made recommendations which can serve as a basis for the parties to reach agreement. He strongly urges the parties to give serious consideration to these recommendations so that the agreement

can be finalized. It is hoped that this report will assist the parties in developing and promoting good will which is so essential to an effective educational program in the Carman school district.

October 8, 1969


Daniel H. Kruger
Hearings Officer

NOTE: A copy of my work sheet in arriving at the cost of the increase from \$6925 to \$7400 is being sent to both the Superintendent and the Executive Secretary of the Carman Education Association.